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DEVELOPMENT ND EMPOWERMENT OF WOMEN WITH GENDER PERSPECTIVE:

A study of programme and schemes focusing on their impacts and outcomes.

By

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Submitted to

Jyoti Vidyapeeth Women's University, Jaipur.

Ph.D. Synopsis

on

Development and Empowerment of Women with Gender Perspective: A Study of Programme and Schemes focusing on their Impacts and Outcomes on women.

Submitted by

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❖ Introduction:

The gender issues relating to women belonging to different social-economic groups in both the advanced and developing countries like India, are different. Women in the advanced countries strive for gender equality while a large section of Indian women, round the clock, are concerned with the question of survival. But at all levels, the gender issues have become an integral part of the women's subordination.Their subservient status is determined through the processes of patriarchal social structures and capitalist mode of production.

In India,the class-caste and gender mix has proved deterrent to women's development. The impact of socio-cultural differences on certain sections of people, especially women, has been hindrance to their development. Women in the labour market always remain at the

periphery engaged in a low wage and low skilled jobs. In the rural societies, women's roles revolve around subsistence production. The sexual division of labour based on strong gender dimension is established through early socialization. Most of the rural women are involved in agricultural activities in some form or the other. The nature and extent of this involvement varies with household economic status, caste backgrounds and geographical location. Women belonging to high income group are involved as managers of agricultural production, in middle income families as unpaid family labour cultivating their own farms and in marginal landowner and landless economic strata, mostly as casual wage labourers.

Despite their arduous work and involvement in almost all agricultural activities, except ploughing and transporting of final produce, their role is minimized, and contribution remain invisible and insignificant to males' work.

In urban areas, substantial proportion of women are engaged in teaching and office jobs. A large number of women are also engaged in informal sector.

This very gender discrimination builds the ground for differential treatment of women and men at all levels of labour market whether urban or rural. The gender issues emanating from the labour market could be categorized as:

- Structure and composition of jobs and occupations;
- Wage differential;
- Limited options for employment and promotion;
- Invisibility of women's worker;
- Negligible role in decision making process;
- Omission of social security measures, particularly for female workers;
- Legal measures perpetuating gender disparities;
- working conditions;
- Poor organization among women labour; and

- adverse impact of mechanizations, automation, technological innovation and structural adjustment programmes.

The gendering in the labour market is a priori social.The differences in information attainment, education acquirement and skill development, which constituted the inputs, determine the economic gains of women and men.

This enables the advantage of one sex over the other. The plight of rural women workers is much more worse. They are caught in the web of never-ending feminization of poverty. Poverty leads to malnutrition; sometimesstarvation and sexual harassment of rural women workers.

❖ Literature Review

There is a large body of literature on different issues relating women in general and women worker's in particular. Here an attempt has been made to review some books and reports which have underlined different gender related issues and also suggested their solutions.

Rehman, M.M. and Biswal, K. (2018) Education. Work and women: An enquiry into gender bias. Delhi, commonwealth publishers.

Rehman and Biswal (2018) in their book have very clearly underlined the biases involved in women's social, economic, educational and political status. Illustrating with both qualitative and quantitative data and information, they have suggested that by special interventions in the form of laws, programmes and policies, the statuses of women in general and women in particular could be improved.

The argue that, "Education is also the prerequisite for women to become economically self-sufficient, which is a must to get themselves out of the vicious circle of dependency on men."

Batliwalia, Srilata, (1993) empowerment of women in south Asia: concept and practices. Asian south pacific Bureau of adult education and FAO's freedom from hunger campaign-Action for development.

In her study, Batliwalia (1993) has developed conceptual indicators for women's empowerment very clearly and contextually. She has also identified obstacles to empowerment and strategy to overcome the obstacles. The study has developed a number of indicators of empowerment, like women's physical health, economic status, mobility, awareness, education etc. The study is an important document.

Chattopadhyay, Paresh (2001) "Marx on women's question." In economic and political weekly. June 30, Vol. XXXVI, No. 26.

One of the important strands of thoughts and ideas is the Marxian approach to understanding the status of women in society, polity and economy. Chattopadhyay (2001) in his seminal article has brilliantly articulated the ideas of Marx regarding the emancipation of women and their role in the production process, in this domestic sphere and their exploitation. It provides a new insight into how women have been subjugated.

Haksar, Nandita (1994) Demystification of law for women. New Delhi, Lancer press.

There are a number of laws enacted over the years to protect and promote women's economic, social, political and other rights. To a great extent, the laws have helped women in general and women workers in particular. Haksar in her book have very aptly illustrated various provisions of laws. It is an important guidebook for people who are engaged in the process of empowerment of women in India. She, however, concluded that women could not be possible without the overthrow of the vested interest.

Chauhan, Poonam S. (2009) women and development in India: A balance sheet. Delhi commonwealth publishers.

Chauhan (2002) has very critically examined the impact of planning on women in India. In the areas of education employment and health. These indicators imply help understanding women's status and also helps to develop trajectory for future course of action which one need for their empowerment.

The book also underlines different strategies which could be adopted to solve women's problem in different spheres.

National commission on Labour (2002) Report of the study group on women and child labour. Ministry of labour, Government of India.

The study group's report (2002) is a landmark document providing comprehensive details on different aspects of women's status in India. The report clearly highlights the limitation which have been working as the barriers to women's workers empowerment and entitlement. The report first describes women worker's conditions in unorganized sector, where they are largely concentrated.

The report also reveals that "the impact of liberalization on employment and income has caused an increasing inequality. Some section of people and some parts of country have been able to take better advantage of opportunities offered by liberalization than others."

The report says that women workers mass-based organizations (MBOs) can help a great deal to empower them- both socially and economically.

Dhoundiyal, M. (2006) Indian women in Modern Age. Delhi, commonwealth publishers.

Dhoundiyal describes in her book different theories to understand womanhood. By studying the conditions of women in India against the backgrounds different theoretical proposition. She says that constitutional, legal provisions and other programmes and schemes have helped women to enter employment fields in the country. She also concludes that because of

different opportunities “middle class women in India are now gradually awakening from the slumber of marginalization and exploitation.” (Page No. 329)

By availing services from domestic workers whose number is now increasing quite substantially, the middle-class women are now in a position to get engaged in different employments available in the tertiary sector and because of this women’s participation is increasing in tertiary sector.

In addition, education opportunities are also responsible for their increasing participation in job market.

Kishwar, Madhu and Vanita, Ruth (ed.) (1996). In search of answers: Indian Women’sVoices from Manushi, Delhi; Manohar Publications and Distributors.

The edited volume covers different aspects of women’s lives. The major highlights of women’s lives, work and social status, by presenting their status in black and white, the volume shows that women’s conditions are much more vulnerable because of their rising consciousness about their rights.

By providing a canvas of status the volume also provides idea and strategies for their empowerment.

The volume also exposes the cause for increasing participation of women in politics, education and employment.

Bala, Shashi (2017) Gender parity in education and Employment: A global perspective. Noida, V.V. Giri, National labour institute. NLI research studies series No. 119/2017.

Bala has critically highlighted the gender-based discrimination in areas namely, education and employment. She has critically examined women’s position globally by marshalling data and information. She says “gender inequality is a challenging global issue with huge impacts

not just on girls or women, but also on women development, labour market, productivity. GDP growth, inequality and many more related issues." (Page No. 1)

Her assumption is proved by the existing fact across the world. Based on extensive study she has provided a large number of recommendations for the eradication of gender-based discrimination.

Government of India (1974) Towards equality: report of the committee on the status of the women in India, 1974. New Delhi.

The report in a seminal work focusing extensively in different aspect of women's lives in India. Over the years the recommendation of the report has guided govt.'s policies and programme formulation process. Of the main recommendation, one of the important recommendations was to develop enforcement mechanism for laws relating to women and women workers. The report also analyzed the conditions of women workers in informal sector. The report underlined the need for policy and development of organizations to protect their interests.

Chauhan, Poonam S. (2018). Gender: concepts, context and impact. Delhi, nation press.

Gender based discrimination is all pervasive in society. In any sphere, be it family, workplace. Politics or any other human organizations and activity, women's position has not always been at par with their male counterparts.

Chauhan has critically examined various aspects of gender-based discrimination against different theoretical perspectives.

She has also described different approaches to understand women's position in society, economy, education, culture, etc. She highlighted the fact that gender-based discrimination are socially, economically and culturally constructed and they are perpetuated to subjugate women for exploiting their labour.

12.

Samantroy, Ellina (2015), Reconcilling work and family life: A study of women's time use patterns, unpaid work and workplace policies.

Samantroy has made a laudable effort underline different strategies women adopt to face challenges in balancing their responsibilities in the work, domestic and care arenas. She has also discussed different contexts of women's responsibilities which they perform and their implications and their lives.

By using time use statistics, the study has pointed out that balancing of work-family by proper programmes can help bring about gender equality both in the labour market and personal life.

❖ Universe of the study

The study will be conducted in two areas- one in **Bundelkhand**and another in urban area of **Delhi.**

Two hundred samples will be selected from both the areas i.e., one hundred from Bundelkhand and another hundred from Delhi.

❖ Scope

The women engaged in agriculture, handicrafts, pottery, self-employment and home-based production will constitute the sample of the study in rural area while women in domestic works, security guard, sanitation work in urban areas.

❖ Objectives

The objectives of the study would be as follows:

(i) To measure socio-economic status of women workers against the basic tenants of human rights:

(ii) To study the process of gender discrimination practiced at various levels such as society, economy, politics, education and culture;

(iii) To study the characteristics of women labour in the rural labour market from the point of supply and demand for their skills;

(iv) To analyze the human resource stock of women workers and its implication for the labour market;

(v) To examine the levels of opinion and attitudes of women workers about their own problems and solutions;

(vi) To assess the impact of social, economic, educational, health and other programmes and schemes on the lives of women and women workers across various socio-economic categories; and

(vii) To suggest approaches and strategies for the empowerment of women on the basis of the study.

❖ Study Design

This study would be conducted at micro-level in one area each of Bundelkhand and Delhi. The study will bring into focus the living and working conditions of the women workers in various occupations. It will also highlight the role and impact of gender in determining the 'status' of women in the target areas. In selecting the areas, the major considerations will be as follows:

1. The study area is socio-economically and educationally backward, consisting of deprived households and oppressed women labour.
2. It has sprinkling of all socio-economic classifications, such as caste, religion and language etc.

❖ Research Methods

The study mainly will be based both on primary data investigation and secondary sources like, books, journals, documents, etc.

(i). The study method would include:

(ii). Questionnaire/ Schedule administration;

(iii). Informal discussions and focus group discussions, and

(iv). Personal interviews.

❖ Hypothesis

- Strategy for women's empowerment does not have correct policy backing.
- The process of empowerment had been fragmented.
- Access of women in the world is determined by her socio-economic status.
- Education of women has been contextually weak.
- Access to programmes and schemes has not contributed much to their empowerment.

❖ Chapter Schemes

Chapter One: Introduction and overview research method and literature review

Chapter Two:State of women's development: social, economic, political and educational

Chapter Three: Strategy: policies, programmes and schemes

Chapter Four: Implementation mechanism and women's participation

Chapter Five: Impact on women's empowerment, grassroots realities.

Chapter Six: Towards a new paradigm, suggestions and recommendations.

Chapter Seven: Summary and conclusion.

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